

**Alaska Court System  
Class Specification**

**COURT SUPERVISOR IV**

Range: 15

EEO4: 06

SOC 11-9199

Class Code: C4324

**Definition:**

Under general direction, a Court Supervisor IV serves as the full-time primary supervisor of twelve or more regular employees in a large division of a large court. Supervision of a large division may involve factors such as non-standard work schedules and workweeks that include evenings, weekends, and holidays; extensive interaction with judicial officers; and routinely authorized overtime. This is a supervisory job class with substantial authority to employ, discipline, and adjudicate the grievances of subordinate employees. In accord with AS 22.20.035, incumbents exercise the powers of judicial officers specified in AS 22.20.030(4)–(7).

**Distinguishing Characteristics:**

Positions in the Court Supervisor series serve as supervisors or assistant supervisors of organizational units within the trial courts. Court Supervisors are delegated supervisory responsibility for clerical, technical, and paraprofessional positions in the court system. The level of supervision exercised is an important distinguishing characteristic and is an integral part of the duties and responsibilities of positions allocated to this class series. Supervision of staff is the primary distinction between positions in the Court Supervisor series and positions in the Deputy Clerk series.

The Court Supervisor IV is the full-time primary supervisor of twelve or more regular employees in a large division of a large court. Supervision is the primary duty of a Court Supervisor IV, and typically involves one or more of the factors identified above.

The Court Supervisor IV is distinguished from the Court Supervisor III by the designation of the Court Supervisor III as a working supervisor of four or more employees in one or more divisions in a large court where work units are organized and defined by specialized functions.

The Court Supervisor IV is distinguished from the Court Supervisor I and II by the designation of the Court Supervisor I and II as either an assistant supervisor or the supervisor of a small division in the trial courts.

Duties require considerable knowledge of one or more court functions (criminal, civil, traffic, etc.). Incumbents must be able to analyze facts and apply the policies, rules and procedures to situations not previously encountered. Duties require working independently toward general results, devising new methods, modifying or adapting standard procedures to meet new situations.

Duties require training and experience to: apply statutes, regulations, rules, and prescribed practice; select the appropriate rule or procedure; and make decisions that normally have a higher consequence of error. Incumbents must make difficult or complex decisions within the scope of the applicable policies and procedures, and be able to use independent judgment in so doing.

**Supervision Received:** Court Supervisors IV receive general direction from the Clerk of Court or other supervising authority. Routine detailed work is rarely reviewed. Supervision and evaluation are based on the overall production and efficiency of the functions and staff supervised by incumbents in this classification.

**Supervision Exercised:** Court Supervisors IV are responsible for the recruitment, training, evaluation, and discipline of Deputy Clerks and other staff. They may also settle informal disputes or recommend resolutions among subordinate employees. Responsible, independent judgment is exercised in these functions.

### **Examples of Duties:**

Supervise trial court activities within a designated division such as customer service, civil, criminal, or in-court.

Plan, assign, and review the work of subordinate employees. Establish daily work priorities and schedules. Monitor the daily workflow. Ensure that standards for accuracy and processing are met within the deadlines established in statute, regulation, rule, or procedure.

Interview, hire, train, evaluate, and discipline subordinate employees. Prepare interim and annual performance evaluations in advance of the due date. Discuss ratings with employee. Forward for supervisory review and approval. Review and approve leave requests.

Produce regular and ad hoc reports for court managers.

Perform the most difficult or complex work of the unit as well as the administrative and supervisory duties. Develop non-standard solutions to complex issues or unusual problems when the Clerk of Court or Area Court Administrator may be unavailable for consultation.

Evaluate established policies and procedures. Recommend and implement changes in work procedures. Develop new policies and procedures to meet the changing needs of the court. Prepare, maintain, and update procedural manuals and resource materials.

Respond to inquiries in writing, in person, and over the phone from judges, attorneys, and the general public concerning specific cases and/or general court policies and/or court procedures.

Conduct research and provide clarification or interpretation to chambers, court staff, and other agencies on application of complex court rules and statutes.

**Knowledge, Skills, Abilities:**

A Court Supervisor IV requires knowledge of:

- Legal terminology and court procedures.
- The structure and function of the Alaska Court System.
- The Rules of Court, Alaska Statutes, and Clerk's Manual.
- The principles of supervision, management, and training.
- Standard business correspondence, including English grammar, composition, spelling and punctuation.

A Court Supervisor IV requires skill in order to:

- Operate standard and specialized office software and database applications.
- Apply and interpret court rules, policies, and procedures.

A Court Supervisor IV requires the ability to:

- Follow oral and written instructions, organize and assign work to subordinates.
- Instruct, supervise, and evaluate employees.
- Analyze situations and take prompt, effective action.
- Gather and analyze data; reason logically and accurately, and draw valid conclusions.
- Look beyond the limits of standard practices, procedures and policies to successfully solve clerical, procedural and technical problems.
- Convey information, orally or in writing, to a variety of individuals in simple, understandable, and precise terms.
- Work cooperatively with others and gain their respect and confidence.
- Work effectively under pressure.
- Function with a high degree of initiative, independence, and discretion.
- Comprehend written material and interpret and apply rules and instructions.
- Make accurate mathematical computations.
- Conduct research and prepare clear and concise reports.
- Provide technical assistance to deputy clerks.

**Minimum Qualifications:**

Graduation from high school or completion of a General Education Development (GED) certificate AND two years of legal office clerical work experience which includes six months of supervisory or lead experience AND the ability to type at least 40 words per minute (net).

OR

Graduation from high school or completion of a General Education Development (GED) certificate AND four years of office clerical work experience which includes six months of supervisory or lead experience AND the ability to type at least 40 words per minute (net).

OR

A bachelor's degree in any field from an accredited college AND six months of supervisory or lead experience AND the ability to type at least 40 words per minute (net).

**Substitution:**

Additional general office clerical experience will substitute for the high school diploma or GED certificate on a month-for-month basis.

Completion of an appropriate vocational training course of study such as legal secretary, paralegal, or office skills will substitute for the required general office clerical work experience on a month-for-month basis.

**Note:** Legal office clerical work experience includes service such as a Deputy Clerk II, Deputy Clerk III, Legal Technician, Court Supervisor I-III, or Administrative Assistant (Judicial Assistant) with the Alaska Court System, or work in a public or private sector law office requiring the review and processing of legal documents.

01/08 - Original

03/08 - WPA

08/10 - Revised

02/14 – Revised, remove MQQ's

08/14 – Revised, MQ's